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CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES
UNDER ARTICLE 18 OF THE CONVENTION

Second Periodic reports of States Parties

DENMARK

V.88-25719

Part I

Having ratified the Convention in 1983 Denmark presented her first report to the Committee in 1984. It provided extensive information on the level of equality between the sexes at that time. When the report was considered by the Committee in March 1986 the information was updated orally. This second report focuses on the progress made since the previous one. The first report should therefore be consulted for further information.

The efforts to obtain an ever increasing equality between men and women in all fields of the Danish society have continued and major steps forward have been taken:

Re (a) - (d)

In November 1985 the parliament (Folketinget) adopted a resolution asking the government to present before January 1, 1987 a national plan of action towards equality. The plan should identify the goals, the economic framework and the actions to be taken.

All the central authorities (ministries) contributed to the plan with proposals within their respective fields and the plan was duly presented and discussed in the Folketing on January 20, 1987. It was decided that the planning should continue and that the central administration should report annually to the Equal Status Council (ESC) on the results attained. In 1990 the Folketing should be informed on the progress.

The ESC, which was established in 1975, is still the central organ in the field. The act (no. 164) of April 12, 1978, which gave statutory effect to the Council has, however, recently been changed in important ways.

The new act (no. 174) of April 20, 1988 on Equality between Men and Women, (Equal Status Act) (annex 1), explicitly states that its aim is to further equality between the sexes in the society.

It makes it incumbent upon all public authorities, be it at state, county or local community level, to work towards equality. They may in this connection take special measures to create equal opportunities for men and women.

The new law empowers the ESC to examine all matters regarding the purpose of the law, either on its own initiative or upon request. It is one of its tasks to see to it that the public authorities live up to their obligation to further equality.

The ESC acts, as before, as a consultative and coordinating organ in all questions of equality and may propose subjects for research in the field and spread information on the problems.

But the new law increases the competence of the ESC further by empowering it to dispensate from the Equal Opportunities Act and to examine questions regarding equal pay.

The ESC will in the future be entitled to demand from employers and employees and their organizations all information of relevance to its function. Non-compliance with such requests is sanctioned by fines.

Since 1984 more and more committees for equality have been created in the various work-places, organizations and educational institutions. The ESC supports this development as an important way to further equality, because those who are in the midst of the problems know best how to solve them. The development of equality, committees has created a great need for professional assistance. Such assistance is provided by the ESC, the equality consultants, researchers in women problems and others.

In Greenland the parliament (Landstinget) has also established an ESC to promote equality in the Greenlandic society. Its competence is, however, less far ranging than the ESC's in Denmark proper.

The new Danish legislation has only in a general way been inspired by the Convention, the ratification of which has not per se been of special significance in connection with the introduction in Denmark of equality between men and women.

Part II

re article 1. No comments.

re article 2. The constitution of 1953 contains no provisions dealing specifically with equality, but all the constitutional rights granted to individuals, apply to both sexes.

The following legislation on equality is presently in force in Denmark:

The Equal Status Act, see above in part I and annex 1.

The Act on Equal Remuneration for Men and Women, (Equal Pay Act) see re article 11 and annex 2.

The Equal Opportunities Act, see re article 11 and annex 3.

The Act on Equality of Men and Women in Appointing members of Public Commitees etc., see re article 7 and annex 4.

Re art. 3

Women are guaranteed enjoyment of human rights on the basis of full equality with men.

Re art. 4

The Equal Status Acts opens, as mentioned above re I (a) - (d), the possibility to deviate from equal treatment through special measures to create equal opportunities for men and women. During the 10 years the Act has been in effect, the ESC has dealt with 150 cases of positive

discrimination. The dispensations have aimed at ensuring women easier access to vocational education and at creating de facto equality in the work-places.

Re Art. 5

re (a). An important element in the work of the Equal Status Council is to draw attention to all discriminatory patterns of conduct and to try to counteract prejudices based on sex. The efforts are directed at all areas of the society, f.i. in the educational field, where many steps have been taken to enable teachers to integrate equality in school-education, see further re art. 10. The endeavours to make equality a topic in the media have met with increasing success.

The Government is at present preparing a plan of action for children, which i.a. foresees that men and women as parents of equal worth shall take part in the upbringing and development of their children.

At school the family education seeks to underline the equality principle for the benefit of both boys and girls.

In Denmarks first report the work of the socalled equality consultants attached to labour-exchanges was described at length. Their number, which in 1981 was fixed at 14, has since 1986 been increased to 29.

Since the fall of 1986 the consultants have worked on the following priorities in accordance with the governments plan of action:

- increased efforts to turn the whole system of labour exchanges towards employment of women and breaking-down of sex-patterns in employment

- increased efforts to encourage women to seek education and employment in untraditional fields of work, including

modern technology

- increased efforts to convince employers to engage women

- increased efforts to help adult women who are especially vulnerable in the present employment situation.

The equality consultants have not least been instrumental in developing long-term courses for unemployed, unskilled women.

Re art. 6

In Denmarks first report the subject of prostitution was touched upon rather briefly and more information was asked for during the examination of the report (see CEDAW/C/SR 66 no. 10, 40, 48 and 55).

The following supplementary information is therefore given:

Prostitution as such is not a punishable offence under Danish law, but persons luring others into prostitution or living off the earnings of other persons' prostitution are punishable. It is the police and the public procecutors who investigate and indict in such cases.

Forcing of persons into intercourse through violence, threat of violence or other illegal forcible means is punishable as rape. This also applies, if a person is put in a position, where she or he is unable to resist.

If a woman, who has been raped, asks for help from an attorney, the court appoints an attorney. If the victim does not ask for an attorney, the police may ask the court to appoint an attorney for her during the investigation.

Sale of pornografic material to persons below the age of 16 years is punishable, as is sale of pornografic photos,

films etc. of children. Child pornography has, however, not been a problem in Denmark in the latest years.

Re art. 7

(a) Women enjoy the same political rights as do men. Danish women have had the right to vote and been eligible in local government elections since 1908 and in parliamentary elections and referenda since 1915.

The inclination of voters to elect women has been on the increase since 1981, as will be seen from the following statistics:

The quota of women elected in 1981, 1984/85, 1987 and 1988.

	1981	1984/85	1987	1988
Local government elections	21%	23,7%	-	-
County elections	20,3%	28,6%	-	-
Parliamentary elections	24%	26,9%	29,7%	30,7%

(b) A new act, the Act on Equality of Men and Women in Appointing members of Public Committees etc. (nr. 157) of April 24, 1985 (annex 4) prescribes, that public councils, committees etc., which are created by a minister to prepare legislation or other rules or for planning of importance to the society shall have, to the extent possible, a balanced representation of men and women. To obtain this goal authorities and organizations are required to propose both a man and a woman for each seat. If more than one seat has to be filled, an equal number of men and women must be proposed, or, if the number of seats are uneven, only one more of each sex than of the other. If

special reasons prevent the application of this principle, the reasons must be stated. The result of this new act is shown in annex 6.

(c) Denmark is a country with a large number of non-governmental organizations and associations. Women participate to a great extent in these and are also active in grass-root movements of a political or environmental nature. The special organizations for women play an important role in the work towards equality.

Re art. 8

Women have formally the same opportunity as men to represent the Danish Government at the international level and are in fact serving in that capacity in increasing, albeit still minor, numbers.

In november 1986 12,9% of the members of the Danish Foreign Service at executive level were women. This does not compare favourably with the percentage of women at the same level in other ministries of the central administration, which in November 1986 was 21,7%. The situation is, however, improving: In the years 1985-1988 28,1% of the applicants to the Foreign service were female. 26% of those approved for employment were women.

A Danish woman was recently appointed Director in UNESCO with equality-questions as her main responsibility.

Re art.9

As of July 1, 1986 a previous provision favouring women married to Danish nationals with respect to nationalization has been repealed and the Danish Nationality Act is now in full accordance with art 9 of the Convention. Men do not, however, have equal rights with women as regards nationality of children born out of wedlock. Such

children acquire Danish nationality by birth only if the mother is Danish.

Re art. 10

In Denmarks first report a number af measures intending to break down the traditional sex-pattern in education and training were mentioned. The efforts to increase the number of girls and young women educated and trained for non-traditional occupations have since then continued:

In october 1984 the Danish Ministry for Education asked a group of experts to design a strategy for motivating more girls to seek an education, which so far had been preferred by boys and to draw up a plan of action.

The group of experts recommended in June 1985 the following points of action:

"- Increased information at all levels of education about the consequences of a traditional choice.

- Introduction of computers at all levels of education.

- Modernization of the education in physics and introduction already during the first years at school of nature-related education.

- Introduction of education in not-traditional subjects through special courses, open also exclusively to girls.

- Help to remedy the consequences of a wrong choice of occupation (re-education, supplementary education, etc).

- New forms of education and structural reforms, which allow for untraditional combinations of humanistic and science-related subjects."

This plan of action has been implemented with some success:

- at the secondary school level new guidelines have been issued for education in physics, making the subject more attractive to girls

- for children of 4-10 years a booklet entitled: "Girls and boys are of equal value" has been distributed

- for children of 11-14 years a booklet entitled: "My, what are we telling our boys and girls" has been distributed. It aims at combatting prejudices and making the children aware of the existing possibilities for untraditional choices

- a sound-dias series, directed at teachers and parents, with the same aim has been produced.

- 3.000 teachers have participated in courses on female education and employment and 12.000 more will attend such courses in 1988.

- At the high school level various activities have been initiated under the heading: "Equal opportunities for girls and boys."

- At the university level special attention has been given to counselling of female students about careers with good prospects for employment.

- In various lines of higher education teaching of economics and science has been combined.

As annex 5 is enclosed the latest available statistics (1985) on the distribution of men and women in higher education, broken down into the various education-groups. Of the total of 102.859 young people in higher education in 1985, 59.151 were male and 43.708 were female.

Re Art 11. Section 1

re (a)-(d). The Equal Opportunities Act (no 161) of April 12, 1978, described in Denmarks first report, was altered by act no. 117 of March 28, 1984 (annex 3). The main change was, that the principle of equal treatment with regard to access to vocational guidance, training and retraining, working conditions and dismissal shall no longer be restricted to employment at the same workplace.

The act provides that exception from equality may be granted by the respective minister where a person's sex is a genuine occupational qualification. Formerly such exceptions were granted for certain types of service in the Danish defence. On the basis of trial arrangements where women have served in fighting units these exceptions have been withdrawn in 1988 and there is now full equality between men and women in the Danish defence. Training and employment of women as fighter-pilots depend, however, still on the result of pending medical research.

It should also be mentioned that employment as ministers (pastors) in the Danish Church and in other religious societies is exempted from the Equal Opportunities Act because of the constitutional provision on free right of religion. If a congregation wishes to place importance on an applicants sex, this freedom of choice, based on religious belief, is upheld.

The Equal Pay Act (Act no. 32 of February 4, 1976 on Equal Remuneration for Men and Women) was altered by Act (no. 65) of February 19, 1986 (annex 2). The change removes the qualification "at the same workplace" from the demand for equal pay and equal pay-conditions, in the same way as mentioned above re the Equal Opportunities Act.

Re art. 11. Sect. 1 (e)

Danish legislation on social security contains no provision that discriminates against women. A few provisions favouring women have recently been abolished in the interest of equality:

Formerly a woman to a Danish citizen, could get national pension, invalidity pension and early retirement pension without fulfilling the requirement of Danish nationality herself. This exception to the general principle has been removed. The same goes for a former provision which accorded to women of foreign nationality, married to Danish men, easier access to permanent assistance under the Social assistance Act than foreign men married to Danish women.

Re art. 11. Sect 2

re (a). The Maternity Leave Act ensures that an employer cannot dismiss an employee for invoking the right to absence from work or for having been absent from work on account of pregnancy, confinement or adoption.

It follows from the Equal Opportunity Act that dismissal on the basis of marital status is illegal.

Re art. 12

Reference is made to Denmarks first report.

Re art. 13

The Child Benefit and other Family Allowances Act (no. 609) of november 29, 1978 has been substituted by a new act, (no. 350) of June 4, 1986. It makes no distinction between men and women, except laying down as a principal rule, that child benefits shall be paid to the mother. Under special circumstances the benefits may, however, be

paid to the father, the foster-parents or the child itself.

The new act also stipulates that the standard amount of pay maintenance to children of parents, who do not live together, shall be of the same size for both parents. Mothers therefore now, in contrast to before, pay the same as fathers.

Re Article 15

In Denmark no distinction is made between men and women in the field of civil law. Women - unmarried or married - have the same legal capacity as men with regard to contractual obligations, administration of property, civil liability, the making of wills et cetera.

Re Article 16

With reference to CEDAW/C/SR 66 no. 16 the following information is submitted:

Administration of property in marriage

Both men and women attain the age of majority at 18 and have from that moment - subject to exceptions such as for example trust funds - free right of disposal of their own property. They have the same legal capacity with regard to administration of property.

A marriage does not change this situation. However, when a marriage is based on community of property (which is the principal rule in Denmark) both spouses are, pursuant to the Act on the Legal Effects of Marriage, liable to administrate his/her part of the joint estate in a way which is not detrimental to the interests of the other spouse. Furthermore, a spouse may not - without the consent of the other spouse - sell, lend or mortgage the house which is

used as their home or working place. Likewise, a spouse may not sell or pawn household, furniture and effects, tools belonging to the other spouse or effects for the personal use of the children.

Judicial separation, divorce and committal of custody of children of a marriage

The Danish Marriage Act, which came into operation on January 1st, 1970 provides for two matters relating to termination of a marriage: Judicial separation and divorce.

Judicial separation and divorce may be obtained either administratively or by judgment.

In the case of judicial separation the legal effects of a marriage are suspended, but the marriage is not dissolved. Thus, none of the spouses may contract another marriage.

In relation to judicial separation and divorce it is to be decided to whom the custody of the children of the marriage of the spouses is to be committed. The legal Incapacity and Guardianship Act lays down the following provisions on this subject:

> 11.-(1) "In case of legal separation or divorce it shall be decided who shall have custody of the child, except where agreement or decision has previously been made in this respect.
>
> (2) Subject to consent by the county authority or the court, the parents may agree that joint custody shall continue or that one of them shall have sole custody. Consent as aforesaid shall be given where the agreement is not inconsistent with what is best for the child. Where the legal separation or divorce is based on administrative grant, consent as aforesaid shall be given by the county authority, otherwise by the court.

(3) Where the parents disagree or consent to their agreement is refused, the court shall, having special regard to what is best for the child, decide which parent shall have sole custody.

12. Where, pursuant to the provisions of sections 10 or 11 above, it has been agreed or decided that a parent shall have sole custody, joint custody shall be reinstated if married or legally separated parents continue or resume their cohabitation. Where parents are unmarried or divorced, joint custody shall not be reinstated unless they agree thereon under the provision of section 9 above."

It is very seldom that the consent of the county authority pursuant to Article 11.(2) is not given. The spouse to whom custody has not been granted will have the right of access to the child or the children.

A bill to amend the Marriage Act has been submitted to the Danish Parliament by a group of members of parliament in the spring of 1988. The main purpose of the bill is to simplify the rules concerning judicial separation and divorce.

Division of the joint estate of spouses

In connection with separation and divorce an account is made of the 2 parts of the joint estate of which either spouse disposes. If the account is positive the part is divided between the spouses.

Certain pensions, indemnities and other rights of a personal nature are not considered to be a part of the joint estate and are not divided between the spouses. However, in some cases a spouse may benefit from the pension of the former spouse in spite of a divorce.

If the marriage is wholly based on separate estates no division takes place, but as mentioned this is not the case

very often.

Unmarried couples

No special rules apply to the estates of unmarried couples, neither during their cohabitation nor at its dissolution. The estates of the two persons involved are considered to be two separate estates unless special agreements have been made.

If the parents of a child are not married, the mother has sole custody of the child, pursuant to Article 8 of the Legal Incapacity and Guardianship Act. However, pursuant to Article 9 of the same act parents who are not married to each other may, subject to consent given by the county authority, agree on joint custody. Such consent shall be given where the agreement is not inconsistent with what is best for the child. Recognition of the paternity of a child does not automatically give the father a right to joint custody.

Concerning the termination of joint custody Article 10 of the Legal Incapacity and Guardianship Act contains the following rule:

> "(1) Where parents having joint custody do not reside together or one of them intends to discontinue cohabitation, either parent may demand that the joint custody shall terminate.
>
> (2) Subject to consent given by the county authority, the parents may agree which of them shall have sole custody. Such consent shall be given where the agreement is not inconsistent with what is best for the child.
>
> (3) If the parents disagree or if consent to their agreement is refused, the court shall, having special regard to what is best for the child, decide which parent shall have sole custody."

(c) Abortion

Every woman who is domiciled in Denmark has a right to obtain an abortion before the end of the 12th week of her pregnancy.

After the 12th week she may also, under very special circumstances, such as danger to her or the child's life or social reasons, obtain an abortion. In these cases a joint council decides whether abortion should be allowed.

Since 1975 the number of abortions has decreased from almost 28.000 per year to almost 20.000 in 1985.

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Statistics regarding the employment, unemployment, education. salaries, and family relations of men and women in Denmark are found in annex 7-17.

Annex 1

Act on Equality between Men and Women

No. 238 of April 20, 1988

Art. 1.

The purpose of this act is to further equality between men and women in the society.

Sect 2. The public authorities shall, each in their own field, aim at equality and may in this connection take special measures in order to create equal opportunities for men and women.

Art. 2

It is the duty of the Equal Status Council to further equality. It may on its own accord or upon request examine questions pertaining to the purpose of this act.

Sect 2. The Equal Status Council may pronounce opinions with regard to the Act on Equal Treatment for Men and Women as regards Access to Employment etc. and with regard to the Act on Equal Renumeration for Men and Women.

Sect 3. The Equal Status Council decides by itself, whether an application warrants an examination.

Sect 4. Employers and employees and their organizations are obliged upon request to furnish the Equal Status Council with all information of importance to its work.

Sect 5. The Prime Minister may give the Equal Status Council other tasks to perform.

Art. 3

The Equal Status Council consists of a chairman, appointed by the Prime Minister, and 8 members also appointed by the Prime Minister upon recommendation as follows:

1 member by the Federation of Danish Trade Unions

1 member by the Danish Employers Association

1 member by the Council of Wage-earning and Salaried Employers

1 member by the Danish Women Society

3 members by the National Council of Danish Women

1 member representing research into women questions, by the other members of the Equal Status Council.

The membership is for 4 years.

Sect 2. The Prime Minister establishes the rules of procedure of the Council.

Art. 4.

Those who contravene art. 2 sect. 4 are liable to a fine.

Sect. 2. If the provision is contravened by a company with limited liability, a cooperative society or a similar body, the fine may be imposed on the company as such.

Art. 5.

This act enters into force on June 1, 1988.

Sect. 2. The Act on the Equal Status Council no. 164 of April 12, 1978 is hereby repealed.

Art. 6.

This act does not apply to the Faroe Islands and Greenland.

Sect. 2. Article 5, section 2, does, however, apply to Greenland.

Annex 2

The Act on Equal Remuneration for Men and Women

No. 32 of February 4, 1976 as amended by law no. 65 of February 19, 1986 and promulgated as such on May 5, 1986 (no. 237).

Art. 1

Sexual discrimination with regard to remuneration is a contravention of this act.

Sect. 2. Any employer, who has engaged men and women shall grant them equal remuneration, including equal pay conditions, for the same work or for work of equal value.

Sect. 3. This act does not apply when a duty to grant equal remuneration is laid down in a collective agreement.

Art. 2

An employee whose remuneration is lower than the remuneration of others in contravention of section 1 of the present Act shall have a claim to the difference.

Art. 3

Where an employee is dismissed for having put forward a claim for equal remuneration including equal wage conditions as prescribed by this Act the employer shall pay him a compensation.

(2) The compensation, which cannot exceed an amount equal to 26 weeks' remuneration, shall be fixed with due regard to the employment period of the employee and the other particulars of the case.

Art. 4

Section 3 shall apply correspondingly to such agreement areas where employees are entitled to equal remuneration including equal wage conditions, but where there are no provisions applying to compensation for dismissal that is not reasonably justified by the circumstances of the employee or the undertaking. Such claim shall be treated by industrial procedure.

Art. 5

No employe may renounce the rights prescribed by this Act.

Art. 6

An employee who believes that his employer does not observe his obligation to pay equal remuneration including equal wage conditions, as prescribed by this Act may take the matter into court for establishment of his claim.

Art. 7

The present Act may receive the Royal Assent immediately after its passage.

Art. 8

The present Act shall come into operation on 9th February 1976, with effect on remuneration for the period after the coming into operation of the Act.

Art. 9

This Act shall not apply to the Faroe Islands.

Act no. 65 of February 19, 1986 contains the following provision on the date of entering into force:

Art. 2. The Act enters into force on March 1, 1986.

Annex 3

Act on Equal Treatment for Men and Women as regards Access to Employment, etc.:

(Equal Opportunity Act)

No. 161 of April 12, 1978 as amended by act no. 117 of March 28, 1984.

1. - (1) For the purpose of this Act, the principle of equal treatment shall mean that there shall be no discrimination whatsoever on grounds of sex. This apply to both direct and indirect discrimination by reference in particular to pregnancy or to marital or family status.

(2) This Act shall be without prejudice to provisions concerning protection of women, particularly as regards pregnancy and maternity.

(3) The provisions of this Act shall not apply where a similar duty to observe the principle of equal treatment is laid down in a collective agreement.

2. - Any employer shall observe the principle of equal treatment of men and women in relation to access to employment. This shall also apply in relation to transfers and promotion.

3. - (1) Any employer who employs men and women shall observe the principle of equal treatment of men and women as regards access to vocational guidance, vocational training, advanced vocational training and retraining.

(2) The duty to observe the principle of equal treatment shall also apply to any person engaged in training or guidance activities as mentioned in subsection (1).

4. - Any employer who employs men and women shall observe the principle of equal treatment of men and women as

regards working conditions. This shall also apply to conditions governing dismissal.

5. - The duty to observe the principle of equal treatment shall also apply to any person who controls entry to a profession. This shall also apply to any person who controls access to vocational training or lays down rules governing such training or the carrying on of a profession.

6. - No advertisement shall indicate that persons of a particular sex are wanted or preferred in connection with access to employment, training etc.

7. - (1) Any provision included in contracts or in the internal rules of undertakings, etc. which are contrary to the provisions laid down in sections 2 to 5 shall be null and void. This shall also apply to provisions included in rules etc. governing independent professions.

(2) Any provision included in contracts or in the internal rules of undertakings etc., which apply to more than one employer, shall also be null and void, if they provide for sex-discrimination within the areas mentioned in article 2-4. This shall also apply to provisions etc. governing independent professions.

8. - Any person whose rights under sections 2 to 5 have been violated may be awarded compensation.

9. - (1) Where an employee is dismissed from his employment because he has claimed equal treatment under sections 2 to 4 his employment shall be liable to pay compensation.

(2) The amount of the compensation under subsection (1) shall be fixed having regard to the employee's lenghts of service and to all the circumstances of the case, but shall not in any case exceed 26 weeks' remuneration.

(3) Subsections (1) and (2) shall be applied correspondingly where the duty to observe the principle of equal treatment is laid down in a collective agreement, but where the agreement does not include a provision to the effect that the employee shall be entitled to compensation on dismissal for reasons which cannot be reasonably justified by the employee's own conduct or the firm's requirements. Claims for compensation shall be subject to the normal rules for handling industrial disputes.

10. - Any agreement under which a person purports to waive his rights under this Act shall be null and void.

11. - (1) Where the sex of a person constitutes a determining factor in connection with the exercise of certain occupational activities and the training leading there to the Minister responsible for the activities in question may grant exemptions from the provisions laid down in sections 2 to 6 after consultation with the Minister of Labour and the Equal Status Council.

(2) The Minister of Labour may after consultation with the Equal Status Council and the appropriate ministry sanction measures which are not in accordance with sections 2 to 6 with a view to promoting equal opportunities, for men and women, especially by regarding existing ininqualities which influence the access to employment, vocational training, etc.

(3) The Minister of Labour may within certain specified fields delegate his power to make dicisions under subsection (2) to the Minister responsible for the occupational field concerned.

12. - (1) Any person who acts in contravention of the provisions laid down in section 2 to 6 shall be liable to a fine.

(2) In the case of contravention on the part of a limited liability company, cooperative society or a similar body the fine may be imposed on the company as such.

13. - (1) This Act shall come into operation on 1st July 1978.

(2) If an application for exemption under section 11 (1) is sent in to the appropriate Minister before 1st August 1st, 1978, sections 2 to 6 will not come into operation in the fields concerned until such exemption has been refused.

(3) Section 7 shall also apply to contracts, rules and regulations, etc. which have been concluded or laid down before the commencement of this Act.

14. - This Act shall not extend to the Faroe Islands.

Act no. 117 of March 28, 1984 contains the following provision:

Art. 2. The act enters into force on April 1, 1984.

Annex 4

Act on Equality in Appointing Members to Public Committees etc.
No. 157 of April 24, 1985

Art. 1

Public boards and committees etc, established by a minister to prepare rules or planning of importance for the society shall, to the extent possible, have a balanced composition of men and women.

Art. 2

Authorities or organizations, which are to suggest members of committees etc as mentioned in art. 1, must suggest both a man and a woman. If more than one seat is to be filled an equal number of men and women must be proposed, and in case of an uneven number of members only one more of one of the sexes may be suggested.

Sect 2. The Authority or organization may, if special circumstances prevail, deviate from sect 1, but in such case the reason must be stated.

Art. 3

Before establishment of committees etc as mentioned in art. 1 the minister in question shall advise the Prime Minister about the planned composition.

Art. 4

The act enters into force on July 1, 1985.

Art. 5

The act does not apply on the Faroe Islands.

Sect 2. The act does not apply to Greenland, but may be put into force in Greenland, with the changes dictated by the special local circumstances.

Annex 5

The number of students at institutions for advanced studies on october 1, 1985, distributed according to education-groups, and sex

		Men	Women	Average age
Upper secondary courses	1.520	855	665	23,8
Short-term advanced courses	2.588	416	2.172	28,2
Medium-term advanced courses	33.883	19.713	14.170	25,8
Long-term advanced courses	64.868	38.167	26.701	28,1
Total	102.859	59.151	43.708	27.3

Annex 6

Members of Public Committees etc.
Percentage of Women

1981	1982	1983	1984	1985	1.7.85-30.12.86
10,4	11,4	11,8	12,7	15,7	30,7

After the new Act on Equality of Men and Women in Appointing members of Public Committees etc, which entered into force on July 1, 1985, the percentage of women in the committees has almost doubled.

Annex 7

The labour force according to sex

	Men		Women		Total
	Number	%	Number	%	
1967	1.478.300	63,2	861.900	36,8	2.340.200
1969	1.455.400	61,8	900.800	38,2	2.356.200
1970	1.462.100	61,4	918.100	38,6	2.380.200
1971	1.466.200	60,9	942.900	39,1	2.409.100
1972	1.451.000	59,9	973.200	40,1	2.424.200
1973	1.454.200	59,4	992.100	40,6	2.446.300
1974	1.464.000	59,1	1.014.700	40,9	2.478.600
1975	1.462.800	58,9	1.022.800	41,1	2.485.600
1976	1.480.500	58,5	1.050.600	41,5	2.531.000
1977	1.489.800	57,8	1.089.100	42,2	2.578.900
1978	1.506.700	57,0	1.138.500	43,0	2.645.200
1979	1.478.100	56,3	1.148.800	43,7	2.626.900
1981	1.485.900	55,6	1.188.500	44,4	2.674.400
1983	1.491.000	54,6	1.240.900	45,4	2.731.900
1984	1.481.000	54,4	1.239.000	45,6	2.720.000
1985	1.499.000	54,4	1.254.000	45,6	2.753.000
1986	1.526.000	54,2	1.290.000	45,8	2.816.000

The number of women in the labour force has in the period 1967-1986 been increasing from about one third to about one half. The increase in the number of men was 48.000, while 428.000 more women appeared on the labour market. The figures comprise all persons between 15 and 74 years of age, who are available for the labour market. The unemployed are therefore included.

Annex 8

Number of persons in the labour force compared to the number of persons aged 15-74 years. Percentage 1967-1986. Divided according to sex and for women according to marital status.

	Men	Women	Married Women	Unmarried Women
1967	86,0	49,1	44,9	56,5
1969	83,5	50,5	48,9	54,5
1971	82,2	52,2	52,3	52,0
1973	80,5	54,2	55,7	51,8
1975	80,3	55,4	57,6	51,8
1977	81,0	58,5	61,5	53,4
1979	79,3	60,9	65,7	53,5
1981	78,9	62,5	65,8	57,3
1983	78,4	64,7	68,5	59,7
1985	78,4	65,2	67,3	62,7
1986	78,9	66,9	-	-

The percentage of women in the labour force has increased markedly in the last twenty years: from 49 to 67%. The development for men has gone in the opposite direction. One of the reasons is the prolongation of the education time.

Annex 9

The average unemployment per year 1973 - 1986

	Average number unemployed			Percent of the labour force		
	Men	Women	Total	Men	Women	Total
1973	16600	5400	22000	1,1	0,5	0,9
1974	36900	14900	51800	2,5	1,5	2,1
1975	87300	41100	128000	6,0	4,0	5,2
1976	81400	51800	133300	5,5	5,0	5,3
1977	90400	73600	164000	6,1	6,9	6,5
1978	98800	91800	190600	6,6	8,3	7,3
1979	77100	84700	161800	5,1	7,4	6,1
1980	94000	89800	183800	6,4	7,8	7,0
1981	133500	109400	243000	9,2	9,2	9,2
1982	141300	121500	262800	9,7	10,0	10,0
1983	143700	139300	283000	9,3	11,3	10,5
1984	129700	146300	276000	8,8	11,7	10,2
1985	110900	140900	251800	7,5	11,2	9,3
1986	90800	129000	220000	6,2	10,3	8,1

During the seventies and the beginning of the eighties the unemployment increased for both men and women. During that period the men were hit hardest by unemployment. But women had already from 1977 a higher unemployment percentage than men, whose percentage, however rose more.

In 1983 the picture changed. The total unemployment fell. But for women the fall came later and was slower.

Annex 1o

Percentage of men and women in the age group 15-24 years under education and on the labour market. autumn 1983

	Women	Men
Under education	49,6	5o,8
Of these:		
Elementary school	3o,8	3o,4
High school	24,6	16,3
Basic courses	o,5	o,7
Basic vocational training	19,o	17,4
Apprenticeship	2,6	16,o
Courses leading to a basic examination	6,1	4,6
Short term advanced education	7,8	2,2
Medium term adv. educ.	3,4	4,5
Long term adv. educ.	5,3	7,9
Total	loo,1	loo,o
Not under education		
Employed	62,9	75,7
Unemployed	19,4	14,3
Outside the labour force	17,8	1o,o

Young women choose other types of education than do men. One out of 6 men had an apprenticeship, but only one woman out of 5o. Women were in majority in the short term advanced studies, men in the medium and long term advanced education.

More men not under education were employed and there were more young men in the labour force.

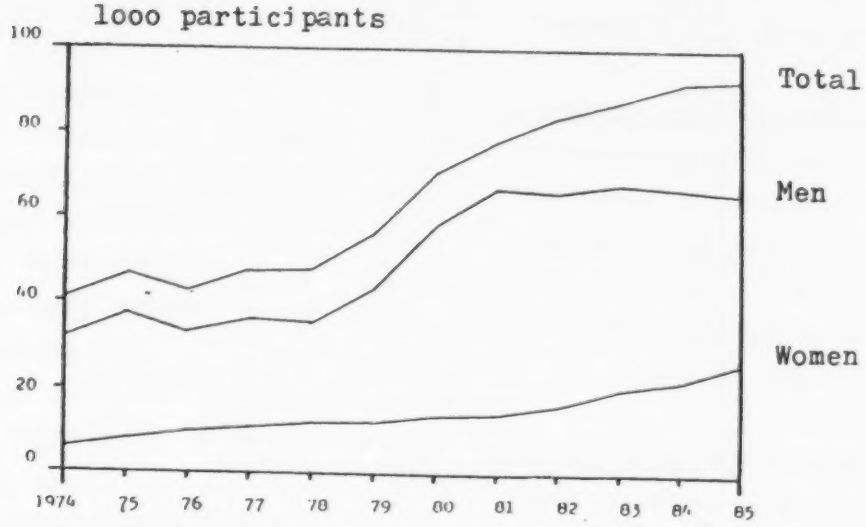
Annex 11

Number of students and percentage of women in advanced education, oct. 1 1977 and 1984

	1977		1984	
	Number	% W	Number	% W
Upper secondary courses	847	27,3	1570	40,6
Non-technical courses	624	1,3	990	6,0
Health sector courses	223	100,0	580	99,7
Short-term adv. courses	6778	86,5	5090	87,6
Defence related courses	175	1,1	-	-
Social science courses	-	-	157	38,2
Visual and performing arts and aestetics c.	98	42,9	98	44,9
Health sector courses	181	91,7	250	82,0
Arts and Divinity c.	6334	89,4	4585	90,5
Medium-term adv. courses	30683	43,8	30034	38,8
Defence related courses	-	-	130	4,6
Technical courses	2199	2,2	4701	4,9
Social science courses	9253	22,7	13120	25,4
Visual and performing arts and aestetics c.	538	36,8	436	47,7
Educational courses	14368	54,3	7374	63,1
Arts and Divinity c.	2972	66,2	2416	66,4
Health sector courses	1353	91,7	1857	87,1
Long-term adv. courses	71668	37,4	64028	40,7
Defence related courses	187	0,5	141	3,5
Technical courses	7957	13,5	9692	18,5
Natural science courses	8893	23,4	8653	26,8
Agricultural science c.	1457	31,7	2122	37,3
Educational courses	2675	36,4	3069	45,0
Social science courses	16980	34,5	17932	39,7
Health related courses	8786	40,2	7012	52,8
Food science courses	239	48,1	279	53,8
Vis. and perf. and aest.	c.3014	50,6	2735	56,3
Arts and Divinity c.	21480	52,1	12393	58,5
Total	109986	42,2	100722	42,5

Annex 12

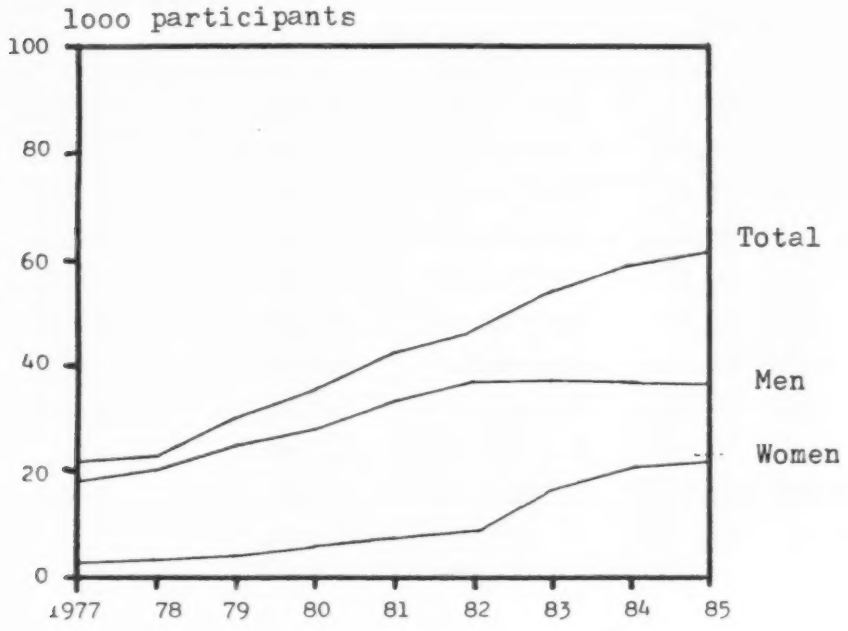
Education of semi-skilled workers. Number of persons who have startet on a course, divided according to sex. 1974--985



During the period 1974 - 1985 the number of semi-skilled workers participating in trainig courses has increased. The number of men has always been larger than that of women, but from 1981 the former was stagnating, while the latter increased. The increase of the total from 1981 to 1985 was entirely due to the women.

Annex 13

Retraining of skilled workers. Number of participants in courses according to sex. 1975-1985.



There is the same tendency in the retraining of skilled workers as in the courses for semi-skilled: In the seventies the number of male participants was much larger than the females, but from 1982 the number of men is stagnating, while the number of women in retraining continues to increase. The increase in the total number since 1982 is only due to the influx of women.

Average earning per hour for non-skilled men and women. 197o - 2.quarter of 1987

Year	Men	Women	% of women's earnings compared to men's.
197o	14,41	11,48	79,7
1972	18,11	14,92	82,4
1974	24,89	22,o6	88,6
1976	33,o5	3o,o7	91,o
1977	36,4o	33,37	91,7
1979	44,o2	4o,26	91,5
1981	52,8o	48,1o	91,1
1983	62,1o	56,42	9o,9
1985	68,o8	61,42	9o,2
1986	71,58	63,79	89,1
1987 1.q.	74,8o	66,91	89,5
1987 2.q.	78,32	69,5o	88,7

The average earning per hour for non-skilled women approached that of men during the period 197o-1977, although at a decreasing rate. From 1978 the trend reversed and in 1987 the ratio was back at the same level as in 1974.

Annex 15

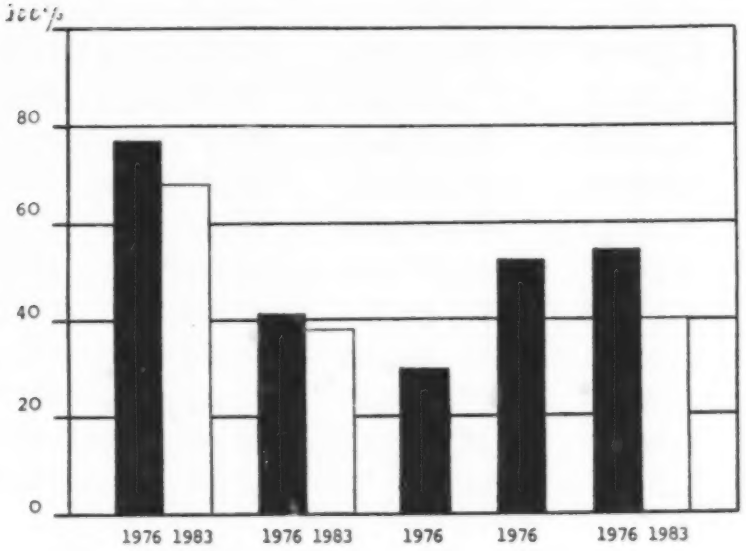
Monthly payment of salaried employees in the private sector, divided according to sex. 1970 - 1987

Year	Men	Women	% of women's salary compared to men's
1970	3750	2380	63,5
1971	4115	2645	64,3
1973	5219	3404	64,1
1975	7021	4650	66,2
1977	8267	5819	70,4
1979	10027	7226	72,1
1981	12263	8915	72,7
1983	14500	10558	72,8
1985	16159	11618	71,9
1987	18234	13111	71,9

The development for salaried employees is different from that of the non-skilled workers. The women approached the men until 1983, but from then on the trend reversed and in 1987 their salaries fell as far behind as in 1979. The difference is much larger for salaried employees than for non-skilled workers, because there is a wider spread between the employees, where the wommen are mainly placed at the bottom of the hierarchy.

Annex 16

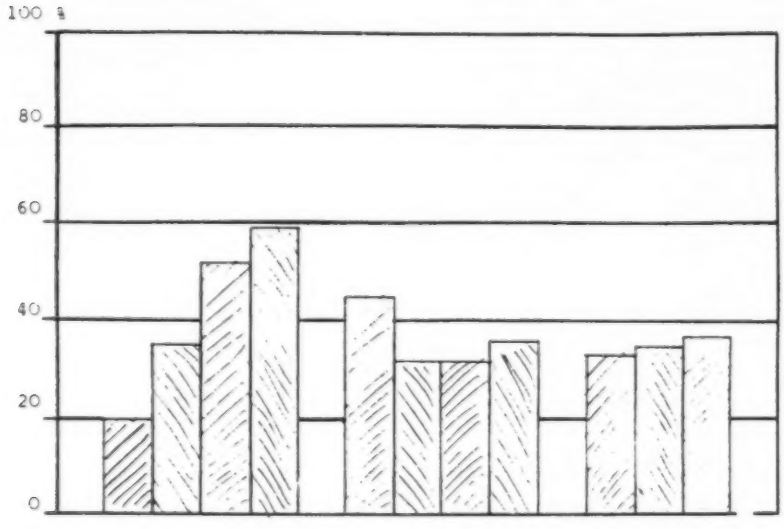
Number of married/cohabitating couples, in which the woman uses more than 75% of the total time the family uses on homework(cooking, cleaning, shopping,washing of clothes, small repairs, gardening and child-care)



Home-or Co-working wives	Wives in employment	Full time	Part time	Total
1976 1983	1976 1983	1976	1976	1976 1983

Annex 17

Percentage of married/cohabitating couples, in which the woman uses more than 75% of the total time the family uses on homework (as defined in annex 17), divided according to the age of the women, the number of children and the age of the youngest child. 1983.



Example: The column for women in the age group 20-29 years shows, that in 20% of the families, where the woman is of that age, she uses more than 75% of the total time the family uses on homework.